(A) discrimination on the basis of gender; and
(B) deprivation of human rights of women; and
calls on all Afghan parties in particular to take measures to ensure—
(A) the effective participation of women in civil, economic, political, and social life throughout the country;
(B) the right of women to work;
(C) the right of women and girls to an education without discrimination, reopening schools to women and girls at all levels of education;
(D) respect for the right of women to physical security;
(E) those responsible for physical attacks on women are brought to justice;
(F) respect for freedom of movement of women and their effective access to healthcare; and
(G) equal access of women to health facilities;
(7) supports the work of nongovernmental organizations advocating respect for human rights in Afghanistan and an improvement in the status of women and their access to humanitarian and development assistance and programs;
(8) calls on the international community to provide, on a nondiscriminatory basis, adequate humanitarian assistance to the people of Afghanistan and Afghan refugees in neighboring countries pending their voluntary repatriation, and requests all parties in Afghanistan to lift the restrictions imposed by the Taliban to help those in distress and to cease any action which may prevent or impede the delivery of humanitarian assistance;
(9) welcomes the appointment of Ambassador Lakhdar Brahimi as special envoy of the United Nations Secretary General for Afghanistan, and encourages United Nations efforts to produce a durable peace in Afghanistan consistent with the goal of a broad-based national government respectful of human rights; and
(10) calls on all warring parties, factions, and powers to participate with Ambassador Brahimi in an intra-Afghan dialogue regarding the peace process.

SEC. 2. ADDITIONAL ACTION BY PRESIDENT.

It is the sense of Congress that the President and Secretary of State should—
(1) work with the United Nations High Commissioner for Refugees and the international community to—
(A) guarantee the safety of, and provide international development assistance for, Afghan women's groups in Pakistan and Afghanistan;
(2) increase support for refugee programs in Pakistan providing assistance to Afghan women and children with an emphasis on health, education, and income-generating programs; and
(3) explore options for the resettlement of those Afghan women, particularly war widows and their families, who are under threat or who fear for their safety or the safety of their loved ones;
(2) establish an Afghanistan Women's Initiative, based on the successful model of the Bosnian Women's Initiative and the Rwandan Women's Initiative, that is targeted at Afghan women's groups, in order to—
(A) facilitate organization among Afghan women's groups in Pakistan and Afghanistan;
(B) provide humanitarian and development services to the women and the families most in need; and
(C) promote women's economic security;
(3) make a policy determination that—
(A) recognition of any government in Afghanistan by the United States should depend, among other things, on the human rights policies towards women adopted by that government;
(B) the United States should not recognize any government which systematically maltreats women; and
(C) any nonemergency economic or development assistance will be based on respect for human rights; and
(4) call for the creation of—
(A) an international commission to establish a fact finding capability of any individual or party in Afghanistan employing rape or other crimes against humanity considered a grave breach of the Geneva Conventions; and
(B) an ad hoc international criminal tribunal by the United Nations for the purposes of indicting, prosecuting, and imprisoning any individual responsible for crimes against humanity in Afghanistan.

SEC. 3. REPORT.

It is the sense of Congress that the Secretary of State should submit a report to Congress not later than 6 months after the date of the adoption of this resolution regarding actions that have been taken to implement this resolution.

WORKFORCE INVESTMENT ACT of 1998 — CONFERENCE REPORT

Mr. JEFFORDS. I ask unanimous consent that the Senate now turn to the consideration of the conference report to accompany H.R. 1385 to consolidate, coordinate, and improve employment, training, literacy, and vocational rehabilitation programs in the United States, and for other purposes, and ask for its immediate consideration.

The PRESIDING OFFICER. The report will be stated.

The legislative clerk read as follows:

The conference committee on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H.R. 1385), have agreed to recommend and do recommend to their respective Houses this report, signed by a majority of the conferees.

The PRESIDING OFFICER. Without objection, the Senate will proceed to the consideration of the conference report.

(The conference report is printed in the House proceedings of the RECORD of July 29, 1998.)

Mr. JEFFORDS. I ask unanimous consent that the conference report be adopted, the motion to reconsider be laid upon the table, and other statements relating to this conference report be printed in the RECORD.

Before you proceed, Mr. President, I believe the Senator from Ohio would like to make some comments, and I invite him to do so.

Mr. DEWINE. Mr. President, I thank the Chair. I thank the chairman of the committee, Senator JEFFORDS, for yielding to me and thank him also for the tremendous work he has done on this bill. He has been working on this for a number of years. This is the culmination of a great deal of work.

We are about to pass the conference report. Once the bill is sent on to the President and signed by the President, it will represent a major accomplishment of this Congress. This bill consolidates over 70 federally funded job training related programs—over 70 of them consolidated. This bill will make job training, federally funded job training, in this country much more accountable. It will also involve the business community much more in the development and design of job training.

The one thing Chairman JEFFORDS and I have learned as we have held hearings on this matter over the years is that if you want job training to work, it has to be run locally and it has to have great input from the local business community. This bill will make sure that is what we have. We have to have the consumers. When you are talking about job training, there are two consumers. One is the person who wants the job and wants to be trained for the job. But the other, equally as important, is the company or the individual who wants to hire that person, and so you have to involve them both in the design of job training.

That is what this bill does. This bill also dramatically reforms Job Corps.

Job Corps is a Great Society-era job training program, residential, that is run by the Federal Government. It costs over $1 billion a year. It is targeted at our most at-risk young people in this country, people who desperately need our help, desperately need our assistance. What this bill does is make sure that $1 billion will be correctly spent. And again, we do that by measuring the results.

One of the things that Chairman JEFFORDS and I think, and the rest of the committee, were so shocked about when we held hearings several years ago on this—actually former Senator Kassebaum was chairman—was that Job Corps did not really measure success or failure of the young people. It didn't measure the success or failure of a particular job training program. They looked at it and saw whether or not a person had a job for 2 weeks. If they kept a job for 2 weeks after graduation, from the standpoint I don't matter what the job was—the program was considered a success. The contractor who was in charge of getting that person a job got paid, and then no one ever looked back.

What we do with this bill is say we are going to measure success or failure after 6 months. We are going to measure success or failure after 12 months. And then we are going to be able to tell which programs work and which do not work in regard to Job Corps.

Another change that we are making in Job Corps is to involve the local business community. Too often Job Corps has herded young people from 500, 600, 700 miles a way. They go to the Job Corps. They stay there for awhile. They are out of the area, they go back home, and it is very difficult to involve the local business community when they know that person is not going to be there to work for them. And so we change those priorities in regard to Job Corps as well.

We also in this bill make a major step forward to link the regular job training programs of this country with
Vacation rehabilitation. We do that by closing the gap. We do that by preserving the dedicated flow of money that will go for this targeted population, targeted population that is in need of our assistance, who wants to help themselves and we give that to client as well as those dedicated funds, those dedicated funds. But we give that recipient, that client, more resources. We empower that client to go to the vocational rehabilitation site or, if the services are not there, to make sure that the client has the legal right to go across the street or across the county, wherever that is, to get help and assistance from the regular system as well. It integrates the two.

In conclusion, let me say this bill is a bill for workers. It is a bill for people who want to be workers. It is a bill for young people. It is a bill that literally empowers the person who is seeking the job. It gives them flexibility. It empowers the child that will make a difference. It makes a significant difference.

This bill also has a very significant component aimed directly at children. We set aside a significant sum of money for those young people between the ages of 14 and 21. We do it; we target it; we say it is important. There is nothing, I think, more important in this country than what we do with our young people and the assistance we try to provide for them. We have many young people in this country who we call at-risk youth. This bill will go a long way to give them direct assistance. However, even though we target it in this bill and say these funds are dedicated for these young people, we also give them flexibility to the local community, States and local communities to allow them to design the specific program that will actually work for their young people in their local communities.

This is a revolutionary bill. It is a bill that dramatically changes the status quo. It is a bipartisan bill. It is a bill that Senator WELLSTONE worked on with me in the subcommittee. It is a bill on which Senator KENNEDY worked with Senator JEFFORDS. It is a bill that Senator Alexis Herman has been very, very much involved in. She has been involved in it up until the last 10 minutes, as we have negotiated the final portions of this bill.

So, it is a bipartisan bill. It is a bill we all can be very proud of. It is a bill that will truly make a difference for our young people and for those who need to be trained in this country.

As chairman for the tremendous work that he has done for his persistence. One of the qualities I think you have to have in the U.S. Senate is perseverance and persistence, as well as patience. He has demonstrated all those qualities. The culmination of what we see tonight, what is a bill we are about to send to the President of the United States for his signature.
of our current job training system. He has consistently emphasized the need for greater individual choice in the selection of career paths and training providers. The philosophy behind his skill grant proposal is reflected in our legislation.

The Workforce Investment Act is designed to provide easy access to state of the art employment training programs which are geared to real job opportunities in the community through a single, customer-driven system of One Stop Career Centers. Over 700 such Centers are already operating successfully across the country. This legislation will ensure that every individual in need of employment services will have access to such a facility. The cornerstones of this new system are individual choice and quality labor market information. In the past, men and women seeking new careers often did not know what job skills were most in demand and which training programs had the best performance record. Too often, they were forced to make one of the most important decisions of their lives based on anecdotes and late night advertisements.

No training system can function effectively without accurate and timely information. The frequent unavailability of quality labor market information is one of the most serious flaws in the current system. This legislation places a strong emphasis on providing accurate and timely information about what area industries are growing, what skills those jobs require, and what earning potential they have. Extensive business community and organized labor participation are encouraged in developing a regional plan based on this information. Once a career choice is made, the individual must still select a training provider. At present, many applicants make that choice with a little or no reliable information. Under this bill, each training provider will have to publicly report graduation rates, job placement and retention rates, and average earnings of graduates.

Because of the extensive information which will be available to each applicant, real consumer choice in the selection of a career and of a training provider will be possible. The legislation establishes individual training accounts for financially eligible participants which can be used to select their own career education and skill training programs. Men and women seeking training assistance will no longer be limited to a few predetermined options. As long as there are real job opportunities in the field selected and the training provider meets established performance standards, the individual will be free to choose which option best suits his or her needs.

An essential element of the new system is accountability. As I noted earlier, each training provider will have to monitor and report the job placement and retention achieved by its graduates and their average earnings. Only those training programs that meet an acceptable performance standard will remain eligible for receipt of public funds. The same principle of accountability is applied to those agencies administering state and local programs being given a wide latitude to innovate under this legislation. But they too will be held accountable if their programs fail to meet challenging performance targets.

The rapid pace of technological change in the workplace has produced an alarming number of workers who have become dislocated in mid-career. The dislocation has been compounded by the increasing number of labor intensive production employers relocating their businesses abroad. This trend has been particularly acute in the manufacturing sector. We have a special obligation to these dislocated workers who have long and dedicated work histories and who now are unemployed through no fault of their own. The Workforce Investment Act makes a commitment to them by maintaining a special dislocated worker program, supported by a separate funding stream, which is geared to their retraining needs. The current dislocated worker program assists approximately 50,000 dislocated workers nationwide in the most recent year. Of those who completed the program during that year, 71 percent were employed when they left the program, earning on average $8.93 percent of their previous wages. America’s dislocated workers have earned the right to assistance in developing new skills which will allow them to be full participants in the 21st century economy.

There is no challenge facing America today which is tougher or more important than providing at-risk, often out-of-school, youth with meaningful education and employment opportunities. Far too many of our teenagers are being left behind without the skills needed to survive in the 21st century economy. I am particularly pleased with the commitment which the Workforce Investment Partnership Act makes to these young men and women. This legislation authorizes a new initiative focused on teenagers living in poverty in communities offering them few constructive employment opportunities. Each year, the Secretary of Labor will award grants from a $250 million appropriation for programs designed to provide opportunities to youth living in these areas. The programs will emphasize mentoring, strong links between academic and worksite learning, and job placement and retention. It will encourage broad based community participation from local service agencies and area employers. These model programs will, we believe, identify the techniques which are most effective in reaching those youth at greatest risk.

Another important program for young people who face the highest barriers to employment is Job Corps. Most of the participants grow up in extreme poverty. Their educational opportunities are limited. Job Corps, at its best, moves them from deprivation to opportunity. But, for many of them, it is an extremely difficult transition. As a result, critics of the program are always able to point to failures. But for each failure, there are many stories of success. Job Corps is a program worth preserving and worth expanding too. Our legislation decisively rejects the view that Job Corps should be dismantled. Instead, it strengthens the program in several ways. It establishes closer ties between individual Job Corps Centers and the communities they serve. It ensures that training programs correspond with the area’s labor market needs. It extends follow-up counseling for participants up to 12 months and established detailed performance standards to hold programs accountable.

The legislation also provides for the continuation of summer jobs as an essential component of young people’s transition to the world of work. For many youth, summer jobs are their first opportunity to work and their first critical step in learning the work ethic. The summer jobs program also provides many youth with quality learning experiences away from school during the school year. Studies by the Department of Labor’s Office of the Inspector General and research by Westat, Inc. have reported positive findings regarding the program, confirming that the active sites are well-supervised and disciplined, that jobs provide useful work, that the education component teaches students new skills that they apply in school, and that students learn the value of work.

I believe that the summer jobs program needs to continue to be available on a significant scale with sufficient funding. This bill recognizes the critical importance of the summer youth program by requiring that it be a part of each local area’s youth program and allowing local communities to determine the number of summer jobs to be created.

The Workforce Investment Act includes titles reauthorizing major vocational rehabilitation and adult literacy programs. Both programs will continue to be separately funded and independently administered. We have incorporated them in the Workforce Act because they must be integral components of any comprehensive strategy to prepare people to meet the demands of the 21st century workplace.

Vocational rehabilitation offers new hope to individuals with disabilities, allowing them to reach their full potential and actively participate in their communities. The Rehabilitation Title of the Act will ensure that all working-aged individuals with disabilities, even those with the most significant disabilities, have realistic opportunities to obtain the resources and support they need to reach their employment goals.

Adult literacy programs are essential for the 27% of the adult population who
I am especially pleased that the cornerstone of the Workforce Investment Act is streamlined service delivery through one-stop career centers. My state of Connecticut is nearing completion of implementation of its one-stop system, called Connecticut Works. This new system has delivered a significant increase in job training services in the state. I have the privilege of visiting many of these centers and can attest to their success.

While I applaud the new system of providing training assistance incorporated in this bill, I am pleased that the bill retains some direct federal involvement in order to ensure that disadvantaged youth, veterans, and displaced workers receive the training assistance and support they need.

For many years, the Connecticut economy was dependent on defense-oriented industries. The Workforce Investment Act ensures that employees who are adversely affected by base closures and consolidations will have access to job training and supportive services in order to acquire the skills needed for employment in the technology-driven economy of the 21st century.

This legislation also provides for the coordination of adult education systems, allowing adult education to play a crucial role in a participant's professional training program. In the area of adult education and literacy, this legislation specifies the communities that demonstrate significant illiteracy rates to receive adult education programs as a first priority. I am pleased that this legislation also includes a provision that will direct funds designated to support English as a Second Language (ESL) programs to those ESL programs in communities with designated need. This means that ESL programs with waiting lists—those in communities with the greatest need for these services—will receive funds on a prioritized basis.

Mr. President, in order to better assist nonnative English speakers and fully assimilate them into our society, we must help them become more fluent in English. I think of few more important factors in determining whether or not someone new to this society will successfully make this difficult transition than their ability to speak English.

The current maze of more than 160 programs which are administered by 15 separate federal agencies has failed. The Workforce Investment Act streamlines these programs by giving more authority to state and local representatives of government, business, labor, educational, and community organizations. This bill establishes a true collaborative process between the state and local representatives to ensure that training and educational services will be held to high standards. This bill also gives more flexibility to individuals seeking training assistance. Individuals will no longer be limited to a predetermined set of services.
Finally, Mr. President, I would again like to commend Senators Jeffords, DeWine, Kennedy, and Wellstone, as well as Chairman Goodling, Congressmen Clay, Kildee, and Martinez for the important role they each played in making this conference agreement a reality. I shall work closely with myself and my staff to address numerous concerns and for that I would like to thank them.

Mr. Wellstone. Mr. President, I am extremely pleased we are about to pass this important conference report. I look forward to working with my colleagues Senator DeWine, Senator Jeffords and Senator Kennedy to help bring us to where we are this evening. I thank you, Mr. President, and my staff who have worked directly with me and my staff during the months of hearings, preparations, debate and drafting.

The conference bill preserves important policy principles contained in the Senate bill to help coordinate, streamline and decentralize our federal job training system. At the same time, it will make that system more accountable to real performance measures. It gives private sector employers — the people who have jobs to offer and who need workers with the right skills — a greater role in directing policy at the state and local level, which is where most decision-making power resides in this bill. The bill retains crucial federal priorities, then allows state and local authorities to decide how best to address their needs.

As a member of the Conference Committee on H.R. 1385, I am pleased that the Conference Agreement before us today will help us reach this goal by streamlining and reforming job training, adult education, and vocational rehabilitation to the new workforce system. As a member of the Conference Committee on H.R. 1385, I am pleased that the Conference Agreement before us today will help us reach this goal by streamlining and reforming job training, adult education, and vocational rehabilitation to the new workforce system.

The Conference Agreement will help states implement a more coherent, performance-driven system to ensure that Americans receive the training and education they need throughout their lives.

The Conference Agreement will streamline services by establishing a one-stop delivery system; enhance accountability by requiring states, local boards, and training providers to meet performance standards and provide more reliable information on local career opportunities and training programs and providers; empower individuals to use individual training accounts to choose their own training programs and providers; and increase flexibility to allow states and local areas to implement innovative job training programs.

I am also particularly pleased that this Conference Agreement includes provisions which benefit my home state of Rhode Island, such as preserving the state's successful service delivery area structure.

In addition to job training reform, the Conference Agreement also improves the accessibility and quality of adult literacy and education programs. Indeed, more aggressive adult literacy programs are essential if we are to ensure that everyone in the workforce has an ability to read.

Lastly, the Conference Agreement reauthorizes the Rehabilitation Act of 1973. In doing so, it links vocational rehabilitation to the new workforce system, while maintaining a separate funding stream for vocational rehabilitation. This will provide improved training and employment services to individuals with disabilities.

I want to thank Chairman Jeffords, Senator Kennedy, Senator DeWine, and Senator Wellstone, and their staffs, for their efforts on this important legislation and for working with me to address issues affecting Rhode Island.

Mr. President, I urge my colleagues to support this legislation. Mr. Jeffords. Mr. President, I now renew my unanimous consent request. The PRESIDING OFFICER. Without objection, the conference report is agreed to.

Patriotic and National Observances, Ceremonies, and Organizations

Mr. Jeffords. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of Calendar 477, H.R. 1085. The PRESIDING OFFICER. The clerk will report. The legislative clerk read as follows:

A bill (H.R. 1085) to revise, codify and enact without substantive change certain general and permanent laws, related to patriotic and national observances, ceremonies, and organizations, as title 36, United States Code, "Patriotic and National Observances, Ceremonies and Organizations."

The PRESIDING OFFICER. Is there objection to the immediate consideration of the bill?

There being no objection, the Senate proceeded to consider the bill.

Mr. Jeffords. I ask unanimous consent the bill be read a third time and passed, the motion to reconsider be laid upon the table, and any statements relating to the bill be printed at the appropriate place in the Record.

The PRESIDING OFFICER. Without objection, it is so ordered.

The bill (H.R. 1085) was ordered to a third reading, was read the third time, and passed.